



# **FY08 NDAA Section 852 Update**

**4<sup>th</sup> Estate Executive Forum  
August 15, 2008**

**Promoting Team Based Wins**

**Create an Inspired, High-Performing Defense Acquisition  
Workforce  
Empowered to Make a Difference in Acquisition Outcomes**



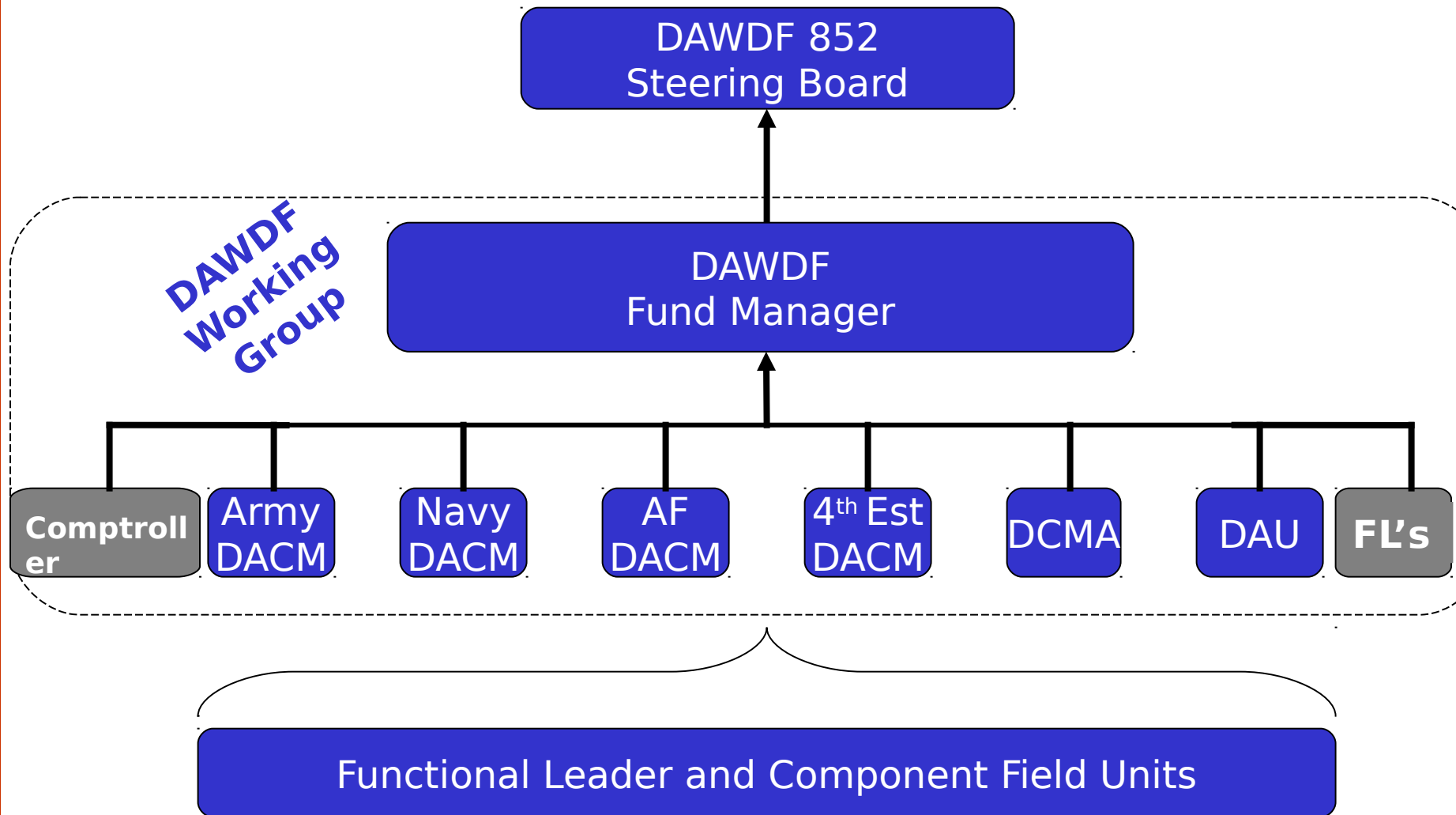
# Charter & Management Structure

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- ❑ **Draft Charter is in coordination with the Military Departments, Defense Wide Agencies (4th Estate), Comptroller, and Functional leaders; general concurrence has been obtained**
  - Charter on target to be approved by 14 August pending final coordination
  
- ❑ **Management structure**
  - Membership
  - Roles and responsibilities
  - DAWDF Steering Board
  - DAWDF Manager
  - DAWDF Working Group
  - Component DACMs, Functional Leaders



# 852 Management Structure





# Processes and Reporting

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## Processes

- Tax Determination
- Initiative generation & vetting - planning timeline
- Management reserve approval process
- Allocation
- Execution plan approval
- Funds distribution
- Performance measurement/metrics

## Reporting

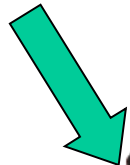
- Expenditures (DFAS 1002 - monthly)
- Bi-monthly narrative report for DAWDF Manager
- Annual Congressional Report (30 Nov 2008)



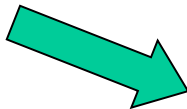
# DAWDF Collection Process



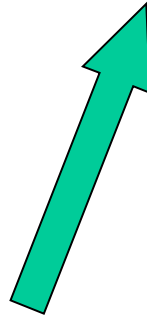
Services contract is awarded



Contracting office inputs data within 3 days of award



Federal Procurement Data System - Next Generation



AT&L Data Pull

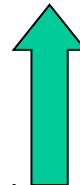
Data Pull is quarterly for all Product Service Codes (less A-RDT&E & Y-Construction of Structures / Facilities)



Percentage of services spending sent to Acquisition Workforce Fund



Defense Acquisition Workforce Development



Funds distribution to components



**FY**



# **Fund Deposits**

**July 09, 2008**

**\$29.2  
M**

**July 30, 2008**

**\$96.46**

**October 30, 2008**

**\$128.08  
M**

**M**

**\$253.74  
M**





# Initiative Generation & Vetting Process

DAWDF Working Group Reviews and Approves new initiatives



Fund Mgr. receives Program Request Forms

Cross check w/ PB23

Catalog #	Title of Initiative	Submitted By	FY08	FY09	FY10	FY11	FY12	FY13	Total
3	Core Plus/Ass					\$ 110,000	\$ 130,000	\$ 130,000	\$ 580,000
5	Workforce Plan					\$ 1,000	\$ 1,000	\$ 1,000	\$ 7,200
28	Improved EV M					\$ 328	\$ 338	\$ 338	\$ 2,381
29	Education with					\$ 2,942	\$ 3,060	\$ 3,182	\$ 14,733
44	Advanced Acad					\$ -	\$ -	\$ -	\$ 500
56	Academic Support					\$ 8,653	\$ 8,999	\$ 9,359	\$ 43,331
58	Advanced Skill					\$ 95,300	\$ 106,800	\$ 106,800	\$ 415,000
59	DAWDF Talent Ac					\$ 3,245	\$ 3,375	\$ 3,375	\$ 16,115
62	Co-Op Student					\$ 1,863	\$ 1,956	\$ 2,054	\$ 7,732
82	Executive level					\$ -	\$ -	\$ -	\$ -
83	For PMT 352, 40					\$ 533	\$ -	\$ -	\$ 1,599
84	Career Pathing					\$ 2,700	\$ 2,808	\$ -	\$ 13,000
138	Competency Ma					\$ -	\$ -	\$ -	\$ -
139	Contingency Co					\$ -	\$ -	\$ -	\$ -
141	Hiring I course					\$ -	\$ -	\$ -	\$ -
142	Project Manage					\$ 2,740	\$ 105,234	\$ 2,942	\$ 115,772
143	DAU Satellite C					\$ -	\$ -	\$ -	\$ -
144	Acquisition Lea					\$ 750	\$ 800	\$ 800	\$ 3,650
152	Increase Numbr					\$ 1,514	\$ 1,575	\$ 1,638	\$ 7,583
163	Tuition Assista					\$ 3,245	\$ 3,375	\$ 3,510	\$ 16,250
Subtotal All Fo						\$ 234,613	\$ 389,320	\$ 264,998	\$ 1,244,815

DACMs / OSD Functional Leads / DAU submit initiatives to DAWDF Mgr

Annual call for initiatives from DAWDF Manager

June

Human Capital Strategic Plan

Mar

DAWDF 852 Senior Steering Board

Justification - Linkage to HCSP's - Data-driven Metrics

Reviewed by component comptrollers offices and GC as necessary

Line Item	Title
1	Training Enhancement & Capacity Expansion
2	Comprehensive Acquisition Workforce and Student Information System
3	Competency Management & Assessments
4	Workforce Planning - Pilot Program
5	Retention and Recognition Incentives
6	Career Broadening and Academic Programs
7	Intern Programs
8	Recruiting Incentives
9	Outreach Programs
10	Outreach Hiring
11	Hiring Expert Knowledge (HQE's)

Annual Approval  
NLT Oct/Nov



# **Initiative Generation & Vetting Process**

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- ☐ **Annual call for initiatives from DAWDF Manager (June - July)**
- ☐ **DACMs, Functional Leaders, DAU submits initiatives to Fund Mgr**

Program Request Form submitted and includes:

- \* Justification / Linkage to HCSPs / Data-driven Metrics
- \* Detailed Cost Schedules

852 Initiatives identified based on:

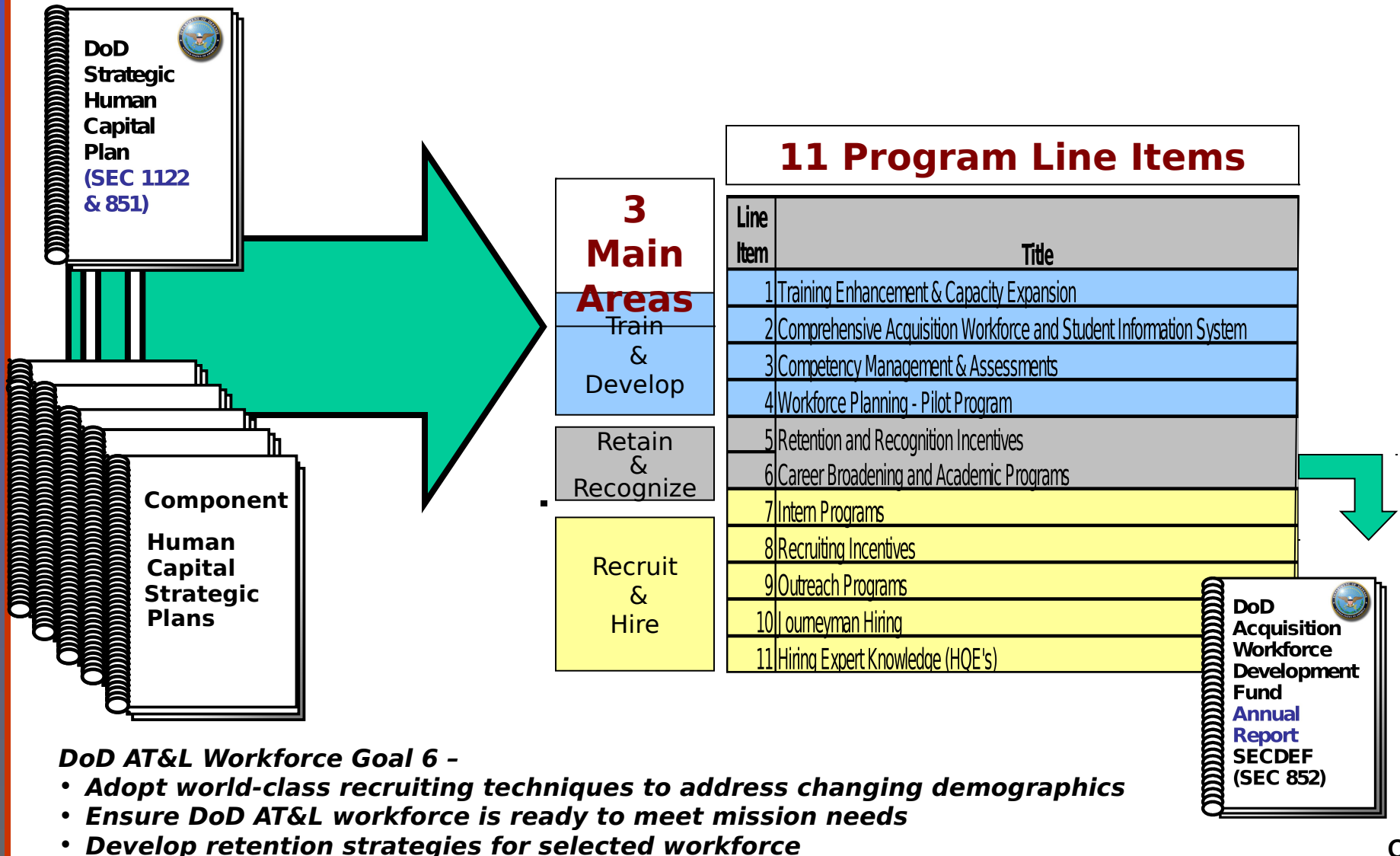
- \* Steering Board 852 Objectives / Guidance
- \* HCSP Goals & Tasks

- ☐ **Fund Manager reviews to ensure SEC 852 alignment**
- ☐ **Working Group reviews and approve initiatives (Steering Board serves as resolution authority)**





# DAWDF Alignment

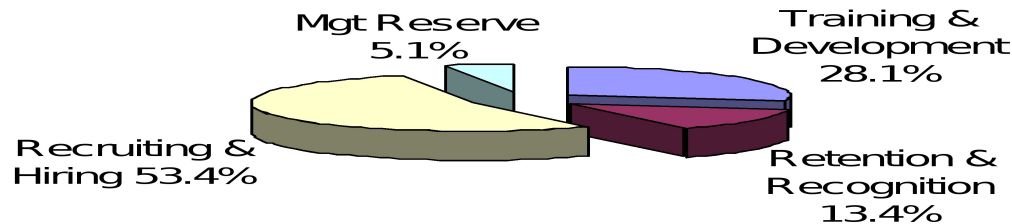




# FY08 Allocation Execution Plan (\$000)

Line Item	FY08 Allocation Execution Plan	FY08	FY09	FY10	Total FY08 Allocation	%
	Training & Development	\$ 28.003	\$ 34.029	\$ 9.185	\$ 71.217	28.1%
	Retention and Recognition	\$ 750	\$ 28.729	\$ 4.647	\$ 34.126	13.4%
	Recruiting and Hiring	\$ 450	\$ 121.256	\$ 13.852	\$ 135.558	53.4%
	Management Reserve	\$ -	\$ 8,738	\$ 4,101	\$ 12,839	5.1%

<b>Total</b>	<b>\$ 29,203</b>	<b>\$ 192,752</b>	<b>\$ 31,785</b>	<b>\$ 253,740</b>	<b>100.0%</b>
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# 4<sup>th</sup> Estate FY08/09 Execution

4th Estate (less DCMA & DAU) - FY 08 DAWDF (Dollars in \$000)			
Line Item	FY08 Allocation Execution Plan	FY08	FY09
1	Training Enhancement & Capacity Expansion	\$ -	\$ 221
2	Comprehensive Acquisition Workforce and Student Information System	\$ -	\$ 10
3	Competency Management & Assessments	\$ -	\$ -
4	Workforce Planning - Pilot Program	\$ -	\$ -
5	Retention and Recognition Incentives	\$ -	\$ 2,454
6	Career Broadening and Academic Programs	\$ -	\$ 1,507
7	Intern Programs	\$ -	\$ 9,885
8	Recruiting Incentives	\$ -	\$ -
9	Outreach Programs	\$ -	\$ -
10	Journeyman Hiring	\$ -	\$ 993
11	Highly Qualified Experts (HOE's)	\$ -	\$ 80



# Spend Plan by Year FY09 - FY11

Line Item	FY09 Allocation Execution Plan
1	Training Enhancement & Capacity Expansion
2	Comprehensive Acquisition Workforce and Student Information System
3	Competency Management & Assessments
4	Workforce Planning - Pilot Program
5	Retention and Recognition Incentives
6	Career Broadening and Academic Programs
7	Intern Programs
8	Recruiting Incentives
9	Outreach Programs
10	Journeyman Hiring
11	Highly Qualified Experts (HOE's)

## Management Reserve

**Total**

FY09	FY10	FY11	Total FY09 Allocation
\$ 54.043	\$ 10.274	\$ 5.500	\$ 69.817
\$ 40	\$ -	\$ -	\$ 40
\$ -	\$ 2.033	\$ -	\$ 2.033
\$ -	\$ 2.596	\$ -	\$ 2.596
\$ 26.678	\$ 22.916	\$ 5.516	\$ 55.110
\$ 424	\$ 5.541	\$ -	\$ 5.965
\$ 24.588	\$ 158.770	\$ 13.000	\$ 196.358
\$ 8.461	\$ 17.728	\$ -	\$ 26.189
\$ -	\$ 1.371	\$ -	\$ 1.371
\$ 14.799	\$ -	\$ -	\$ 14.799
\$ 1.067	\$ 4.754	\$ -	\$ 5.821
\$ -	\$ 9,902	\$ 10,000	\$ 19,902
\$ 130,100	\$ 235,884	\$ 34,016	\$ 400,000



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